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AND COUNTY OF SAN FRANCISCO

MEMORANDUM

the Office of the
N RIGHTS COMMISSION

1095 Market Street - #501
San Francisco, CA 94103
558-4901

Employment Committee and
Human Rights Commissioners

Date: May 13, 1983

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: Essie Thomas
Employment Representative

: Certified Public Accountants Report.

The Human Rights Commission has been monitoring one CPA Company for six s (Peat, Marwick, Mitchell and Company) and the remaining 8 companies for past three years. This report will reflect the Minority Business Enterprise) and Woman-Owned Business Enterprise (WBE) participation with majority com- e Contracts. Also it will show the workforce break- oyment for the year of 1982 through March 31, 1983.

down sheets will reflect the race, sex, position, each ethnic group.

Consultans and Employees involved in Contracts with Francisco, that the Human Rights Commission staff is

Women	Minority Male	Minority Female
489 = 42.4%	106 = 9.2%	118 = 10.2%
	Majority Male	Majority Female
	557 = 48.3%	371 = 32.1%

LLS: Prime Contract with S.F. Airport $42,500.00
Auditing S.F. Port Commission 44,500.00

BE participation.

	TOTAL	MALE	FEMALE	BLACK		HISPANIC		ASIAN/ PAC.IS		AMER. INDIAN ALSK.NA		FILI-PINO		WHITE	
				M	F	M	F	M	F	M	F	M	F	M	F
rs	44	34	10	0	0	0	0	0	2	0	0	0	0	34	8
countants	51	29	22	0	2	0	0	4	1	0	0	0	0	25	19
st. Acct.	78	50	28	1	0	0	0	6	4	0	0	0	0	43	24
Acct.	46	28	18	1	0	1	0	2	6	0	0	0	0	24	12
Staff	52	15	37	2	3	0	5	1	3	0	0	0	1	12	25
	271	156	115	4	5	1	5	13	16	0	0	0	1	138	88

Total Minority: 45 = 16.6%
Male: 18 = 6.6%
Female: 27 = 10.0%

Majority: 226 = 83.4%
Male: 138 = 51.0%
Female: 88 = 32.4%

Total Male: 156 = 57.6%

Total Female: 115 = 42.4%

ffirmative Action Agreement between Deloitte, Haskins and Sells and the uman Rights Commission is in place.

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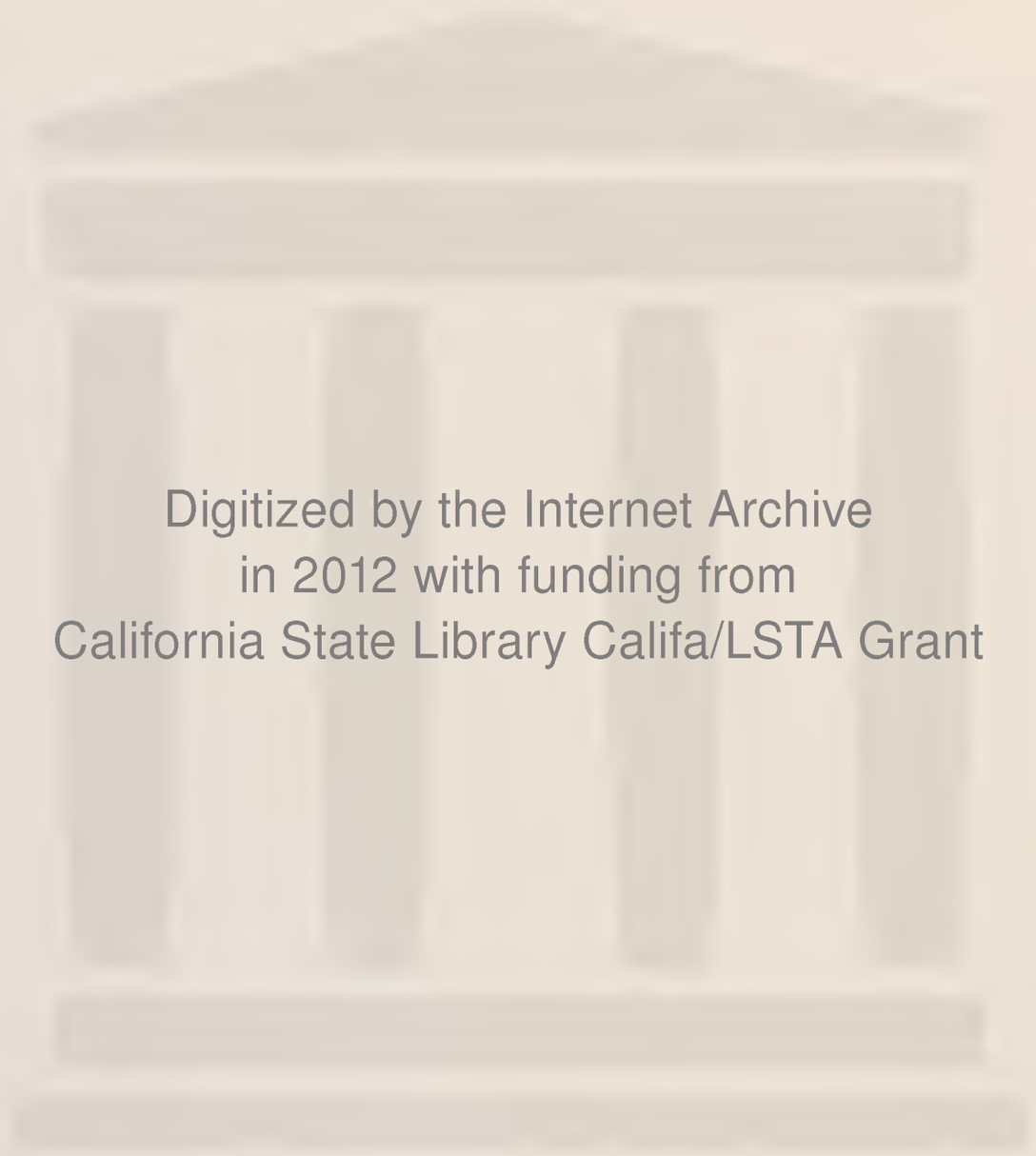
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AND COUNTY OF SAN FRANCISCO

M E M O R A N D U M

From the Office of the
HUMAN RIGHTS COMMISSION

1095 Market Street - #501
San Francisco, CA 94103
558-4901

To: Employment Committee and
Human Rights Commissioners

Date: May 13, 1983

DOCUMENTS DEPT.
JUL 5 1983
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From: Essie Thomas
Employment Representative

Re: Certified Public Accountants Report.

The Human Rights Commission has been monitoring one CPA Company for six years (Peat, Marwick, Mitchell and Company) and the remaining 8 companies for the past three years. This report will reflect the Minority Business Enterprise (MBE) and Woman-Owned Business Enterprise (WBE) participation with majority companies and independent Prime Contracts. Also it will show the workforce breakdown, as it relates to employment for the year of 1982 through March 31, 1983.

The workforce breakdown sheets will reflect the race, sex, position, numbers and percentage for each ethnic group.

Total workforce of Consultans and Employees involved in Contracts with the City and County of San Francisco, that the Human Rights Commission staff is aware of, is as follows:

Total	Minorities	Women	Minority Male	Minority Female
1,154 =100%	224 = 19.4%	489 = 42.4%	106 = 9.2%	118 = 10.2%
	Majority		Majority Male	Majority Female
	930 = 80.6%		557 = 48.3%	371 = 32.1%

DELOITTE, HASKINS & SELLS: Prime Contract with S.F. Airport $42,500.00
Auditing S.F. Port Commission 44,500.00

No record of MBE or WBE participation.

EMPLOYMENT

	TOTAL	MALE	FEMALE	BLACK		HISPANIC		ASIAN/ PAC.IS		AMER. INDIAN ALSK.NA		FILI-PINO		WHITE	
				M	F	M	F	M	F	M	F	M	F	M	F
Managers	44	34	10	0	0	0	0	0	2	0	0	0	0	34	8
Sr. Accountants	51	29	22	0	2	0	0	4	1	0	0	0	0	25	19
Sr. Asst. Acct.	78	50	28	1	0	0	0	6	4	0	0	0	0	43	24
Asst. Acct.	46	28	18	1	0	1	0	2	6	0	0	0	0	24	12
Admin. Staff	52	15	37	2	3	0	5	1	3	0	0	0	1	12	25
TOTAL	271	156	115	4	5	1	5	13	16	0	0	0	1	138	88

Total Minority: 45 = 16.6%
Male: 18 = 6.6%
Female: 27 = 10.0%

Majority: 226 = 83.4%
Male: 138 = 51.0%
Female: 88 = 32.4%

Total Male: 156 = 57.6%

Total Female: 115 = 42.4%

Affirmative Action Agreement between Deloitte, Haskins and Sells and the Human Rights Commission is in place.

JEANPIERRE & CO.: Sub-contracting with Arthur Young & Co. Clean Water 20 to 25% of Prime Contract Dollar amount unknown as this time.

EMPLOYMENT

	TOTAL	MALE	FEMALE	BLACK		ASIAN		FILIPINO	
				M	F	M	F	M	F
Partners	2	2		2					
Staff Acct.	2	1	1		1	1			
Admin. Staff	2	0	2		1				1
TOTAL	6	3	3	2	2	1			1

Total Male: 3 = 50% Total Female: 3 = 50%

Affirmative Action Agreement between Jeanpierre & Co. and Human Rights Commission not necessary, questionnaire sufficed.

LEIN & QUAN: Minority Company - Prime contract with San Francisco Community College District - Audit $19,500 - on going

EMPLOYMENT:

	TOTAL	MALE	FEMALE	BLACK		HISPANIC		ASIAN/ PAC.IS		AMER IND. ALASK. NA		FILI-PINO	
				M	F	M	F	M	F	M	F	M	F
Partners	3	2	1					2	1				
Professional	3	2	1					2	1				
TOTAL	3	2	1					2	1				

Total Male: 2 = 66.6% Female: 1 = 33.3%

Affirmative Action Agreement between Lein and Quan and the Human Rights Commission not necessary, questionnaire sufficed.

ET:bct
5-12-83

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MAIN HURDMAN: Prime contracts with San Francisco International Airport $44,500

San Francisco Port Commission $43,500

No record of Joint Venturing with MBE or WBE

EMPLOYMENT:

	TOTAL	MALE	FEMALE	BLACK		HISPANIC		ASIAN PAC. IS.		AMER INDIAN ALSK NA		FILI-PINO	
				M	F	M	F	M	F	M	F	M	F
Partners	14	13	1										
Manager and Supervisors	26	20	6					1	1				
Professionals	63	40	23	1				7	8				
Suport	19	2	17		1				3				
TOTAL	122	75	47	1	1			8	12				

Total Minority: 22 = 18.0% Total Majority: 100 = 82.0%

Male: 9 = 7.4% Male: 66 = 54.1%

Female: 13 = 10.6% Female: 34 = 27.1%

Total Male: 109 = 89.3% Total Female: 47 = 38.5%

Affirmative Action Agreement between Main Hurdman and the Human Rights Commission which expires on October 8, 1983, is in place.

MORRIS, DAVIS & COMPANY: Prime Contract with HUD Programs Bi-Ennial Auditing, $25,000

Sub-contracting with Peat, Marwick, Mitchell & Co. $59,500

No record of MBE or WBE participation.

EMPLOYMENT:

	TOTAL	MALE	FEMALE	BLACK		HISPANIC		ASIAN/ PAC.IS		AMER INDIAN ALSK NA		FILI-PINO		WHITE	
				M	F	M	F	M	F	M	F	M	F	M	F
Officials & Managers	6	6	0	6	0	0	0	0	0	0	0	0	0	0	0
Professionals	35	24	11	10	6	1	0	2	0	1	0	9	5	1	0
Office and Clericals	7	1	6	0	6	0	0	0	0	0	0	0	0	1	0
TOTAL	48	31	17	16	12	1	0	2	0	1	0	9	5	2	0

Total Minority: 46 = 95.8% Majority: 2 = 4.2%

Male: 29 = 60.4% Male: 2 = 4.2%

Female: 17 = 35.4% Female: 0

Total Male: 310 = 64.6% Female: 17 = 35.4%

Affirmative Action Agreement between Morris, Davis Y Company and Human Rights Commission is in place and expires on May 16, 1984.

ET:bct
5-13-83

PEAT, MARWICK, MITCHEL AND COMPANY: Prime Contract with Health Service; Retirement; General Hospital, Clean Water & Controllers Office.
Accounting and Auditing $428,000

MBE: Morris Davis & Co. $59,500
Steven Yu & Co. 15,000

EMPLOYMENT:

	TOTAL	MALE	FEMALE	BLACK		HISPANIC		ASIAN PAC. IS.		AMER IND. ALSK NA.		FILIPINO	
				M	F	M	F	M	F	M	F	M	F
Management	76	69	7	1				1	1				
Professionals	116	67	49	4	1	3		1	6				
Administrative	38	7	31	1	2	1			2				2
TOTAL	230	143	87	6	3	4		2	9				2

Total Minority: 26 = 11.3% Total Majority: 204 = 88.7%
Male: 12 = 5.2% Male: 131 = 57.0%
Female: 14 = 6.1% Female: 73 = 31.7%
Total Male: 143 = 62.1% Total Female. 87 = 37.8%

Affirmative Action Agreement between Peat, Marwick, Mitchell and Company and the Human Rights Commission is in place which expires on June 9, 1984.

TOUCH ROSS & COMPANY: Prime Contractor with Controller's Office
$149,000 Audit

MBE: Morris Davis & Co. Black 40% or $59,600

WBE: 0

2. Prime Contractor with Department of Public Works $100,000

MBE Participation: 0 WBE Participation: 0

EMPLOYMENT:

	TOTAL	MALE	FEMALE	BLACK		HISPANIC		ASIAN & PAC. IS		AMER INC. ALSK NA.		FILIPINO	
				M	F	M	F	M	F	M	F	M	F
Partners	25	25											
Officials & Managers	39	31	8					1		1			
Professionals	70	41	29	3			1	3	3		1		
Technicians	25	9	16			1							
Support Staff	49	11	38		5	1	6		2				
TOTAL	208	117	91	3	5	2	7	4	5	1	1	0	0

Total Minority: 28 or 13.5% Majority: 180 or 86.5%
Male. 10 or 4.8% Male: 107 or 51.4%
Female: 18 or 8.7% Female: 73 or 35.1%
Total Male: 117 or 56.3% Total Female: 91 or 43.8%

Affirmative Action Agreement between Touche Ross & Company and the Human Rights Commission which expires on September 15, 1983, is in place.

ARTHUR YOUNG & CO: Prime Contractor with Water Department Hetch Hetchy $31,600

Prime Contractor with Clean Water - dollar amount unknown at this time.

MBE: Jean Pierre, Taylor & Co Black CPA 20 to 25% of Contract.

WBE: Jo Ann Ritko Pozzi 5 to 10% of Contract.

EMPLOYMENT:

	TOTAL	MALE	FEMALE	BLACK		HISPANIC		ASIAN & PAC. IS		AMER IND. ALSK NAT.		FILIPINO	
				M	F	M	F	M	F	M	F	M	F
Principals & Manager	46	34	12					3	1				
Pro-fessionals	144	76	68	2	2	1	2	5	6				
Support	51	9	42	1	6		2		2		1	1	1
TOTAL	241	119	122	3	8	1	4	8	9		1	1	1

Total Minority:	36	or 15.0%	Total Majority:	205 or 85.1%
Male:	13	or 5.4%	Male:	106 or 44.0%
Female:	23	or 9.5%	Female:	99 or 41.1%
Total Male:	119	or 49.4%	Total Female:	122 or 51.0%

Affirmative Action Agreement between Arthur Young and Company and the Human Rights Commission which expires October 1, 1983 is in place.

STEVEN YU & COMPANY Minority: Prime Contract with San Francisco International Airport, Audit $30,000

Sub-Consultant with Peat, Marwick, Mitchell & Co. $15,000.

EMPLOYMENT:

	TOTAL	MALE	FEMALE	BLACK		HISPANIC		ASIAN & PAC. IS		AMER IND. ALASK NA.		FILIPINO	
				M	F	M	F	M	F	M	F	M	F
Partners	2	2						2					
Pro-fessionals	18	13	5	2				6	1				
Support	5		5						1				
TOTAL	25	15	10	2				8	2				

Total Minority:	12 = 48.0%		Majority:	13 = 52.0%
Male:	10 = 40.0%		Male:	9 = 36.0%
Female:	2 = 8.0%		Female:	4 = 16.0%
Total Male:	19 = 76.0%		Total Female:	6 = 24.0%

There is no formal Affirmative Action Agreement between Steven Yu & Company and the Human Rights Commission. After the analysis of the workforce breakdown the HRC did not think an Affirmative Action Agreement was necessary.

ET:bct
5-13-83